

Director - Career Advancement

Related positions are contingent on board approval.

The Director - Career Advancement will serve as a key leader in driving the vision, strategy, and execution of career pathways, with a focus on career coaching, leadership development, and advancing career opportunities for educators, including teachers, related service providers, principals, and district administrators. In alignment with district goals, the Blueprint for Maryland's Future, and the evolving needs of educators and students, this role will be responsible for leading a team that supports the Blueprint Career Ladders for Teachers and Related Service Providers, PSASA Career Pathways, Opportunity Culture, National Board Certification, and teacher recognition initiatives.

As the primary leader of the Career Advancement team within Human Capital, the Director will also focus on creating systems of support, managing cross-functional teams, and driving data-informed decisions to track the success and impact of these initiatives. This role will require a dynamic leader capable of building strong partnerships, providing vision and direction, and ensuring that all initiatives are implemented with fidelity, equity, and efficiency to achieve both short-term and long-term goals

Minimum Salary\$104,626.00

Maximum Salary\$169,750.00

Essential Functions

- Provide visionary leadership and direction to the Career Advancement team, ensuring implementation, continuous improvement, and scaling of initiatives focused on the Blueprint Career Ladders, PSASA Career Pathways, Opportunity Culture, National Board Certification (NBC), ensuring these programs meet district goals and contractual agreements.
- Oversee the implementation of negotiated contract provisions related to career ladders, ensuring alignment with collective bargaining agreements and ensuring seamless execution of these provisions.
- Lead and inspire cross-functional teams that support career development, including those focused on career coaching, leadership development, and pathway initiatives for educators and school leaders.
- Cultivate strong partnerships with union representatives, district teams, school leaders, and state agencies to expand career advancement opportunities, improve educator retention, and ensure equitable access to career pathways.
- Drive a data-driven culture, using analytics and feedback to track and evaluate the success and impact of career advancement programs on educator retention, satisfaction, and student outcomes.

- Create and oversee systems of support for educators at various career stages, including mentorship programs, career coaching systems, and professional development opportunities.
- Lead proactive recruitment and marketing for NBC, teacher leadership roles, and Opportunity Culture positions and Teacher of the Year.
- Provide integrated support to school leaders, training principals to align teacher career growth with school improvement strategies.
- Ensure that all career advancement initiatives are implemented with an equity lens, promoting diversity, access, and fairness throughout educator career pathways.
- Ensure alignment of career pathways with district priorities, including teacher leadership and Opportunity Culture frameworks.
- Utilizes resources appropriately to complete work in the most efficient manner; proactively communicates the status of work; participates and contributes fully as a team member; and exercises sound judgment and decision-making skills to resolve sensitive matters.
- Maintains confidential and sensitive information.
- Performs and promotes all activities in compliance with equal employment and non-discrimination policies; follows federal laws, state laws, school board policies, administrative regulations, and professional standards.

Desired Qualifications

- Bachelor's degree required.
- At least ten years of relevant professional experience, with a preference for it being in K-12 education, including but not limited to teaching, instructional coaching, school leadership, recruiting, staffing, onboarding, employee benefits, certification, compensation, evaluation, talent development, retention, employee/labor relations, and human capital data and systems.
- At least five years of experience managing people as a direct supervisor, which may be counted toward the ten-year requirement above, required.
- Maryland State Department of Education (MSDE) professional licensure. Applicants from outside of Maryland should possess equivalent teaching and professional certifications and must obtain MSDE licensure within their first year.
- Strong background in K-12 education, instructional leadership, and career development strategies.
- Strong understanding of National Board Certification (NBC), Blueprint Career Ladder, PSASA Career Pathways, and Opportunity Culture frameworks, with experience leading or implementing these initiatives.
- Experience with negotiated contract implementation and a strong understanding of collective bargaining agreements related to City Schools' career ladders.
- Proven ability to build and sustain partnerships with unions, district teams, and state agencies.

- In-depth knowledge of the Blueprint for Maryland's Future, and experience in aligning educator career advancement programs with state educational objectives and district priorities.
- History of data-driven decision-making and the ability to use analytics to assess program effectiveness.
- Strong communication, negotiation, and interpersonal skills, with the ability to build relationships and partnerships at all levels.
- Ability to think strategically and drive continuous improvement while maintaining focus on the long-term success of career advancement initiatives.
- A passion for equity, inclusion, and supporting the long-term growth and success of educators.
- Unless expressly stated otherwise with respect to the qualifications indicated in the position description, City Schools reserves the right to consider other combinations of applicable education, training, and experience which provide the knowledge, abilities, and skills necessary to perform effectively in the position.
- Ability to interact with diverse constituencies and convey complicated information with tact and diplomacy.
- Proficient skill in the use of technical computer applications, including electronic databases, case management systems, and Microsoft Office, including Excel and Power Point.
- Ability to exercise independent judgment.
- Skill in research, presenting, and explaining policies and procedures, assembling data, preparing complex reports, and formulating and presenting recommendations.
- Ability to work collaboratively.
- Ability to develop and maintain strong working relationships with school system employees and managers at all levels, as well as government agencies and community stakeholders.
- Ability to multi-task, prioritize changing assignments, and organize busy workload, meet deadlines, and work well under pressure, while exercising excellent attention to detail.

Full time

Additional Details

Qualified candidates for the above position must submit the following:

- Completed online application
- Resume that clearly demonstrates the above minimum qualifications. It is important that you include all experiences and education related to the position to which you are applying.
- Upload copies of all transcripts -undergraduate, graduate and all MSDE Certifications
- Must provide three (3) professional references to include: name, title, business address, e-mail address and phone number
- All documentation/certification necessary (scanned copies accepted) to substantiate minimum qualifications; must be uploaded into application

- All documentation must be scanned and uploaded to application

Benefits -- This position is eligible for benefits. To review the available options please see the information relevant to the union for this position by viewing the following link:
<http://www.baltimorecityschools.org>

Baltimore City Public Schools ("City Schools") does not discriminate in its employment, programs, and activities based on race, ethnicity, color, ancestry, national origin, nationality, religion, sex, sexual orientation, gender, gender identity, gender expression, marital status, pregnancy or parenting status, family structure, ability (cognitive, social/emotional, and physical), veteran status, genetic information, age, immigration or citizenship status, socioeconomic status, language, or any other legally or constitutionally protected attributes or affiliations. Discrimination undermines our community's long-standing efforts to create, foster, and promote equity and inclusion for all. Some examples of discrimination include acts of hate, violence, harassment, bullying, or retaliation. For more information, see Baltimore City Board of School Commissioners Policies [JBA \(Nondiscrimination - Students\)](#), [JBB \(Sex-Based Discrimination - Students\)](#), [JICK \(Bullying, Harassment, or Intimidation of Students\)](#), [ACA \(Nondiscrimination - Employees and Third Parties\)](#), [ACB \(Sexual Harassment - Employees and Third Parties\)](#), [ACD \(ADA Reasonable Accommodations\)](#), and [ADA \(Equity\)](#), and the accompanying City Schools Administrative Regulations. City Schools also provides equal access to the Boy and Girl Scouts and other designated youth groups. [Link to Full Nondiscrimination Notice.](#)

The above is intended to describe the essential content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements related to the essential functions of the position.

This position is affiliated with the Public School Administrators and Supervisors (PSASA) bargaining union.

This position is affiliated with the State Retirement Plan.

In accordance with Maryland law, City School is required to share the position salary ranges in its entirety. Please note, this is not the hiring range. The hiring range for this position is (\$104,626 - \$131,920).